

WIOA Unified vs. Combined State Plan Task Force
Recommendations
DRAFT

May 21, 2015

For Review and Discussion: June 4, 2015

Governor Inslee requested that the Workforce Training and Education Coordinating Board explore fully the benefits of a combined plan versus a unified plan, including an analysis of any current barriers to accomplishing a combined plan under WIOA. In furtherance of this request, the WIOA Steering Committee established a Task Force to evaluate benefits and risks or other considerations of proceeding with a combined state plan versus a unified state plan, and to develop a preferred recommendation.

The recommendations of the Task Force are as follows:

Majority Recommendation:

Support proceeding with a Unified State Plan, with several additional recommendations:

- *Consider a “hybrid” model that continually evaluates move to Combined State plan, such as through a provision for a standing group to regularly review of including other programs as part of a combined state plan*
- *Consider the Unified State Plan the “minimum” – strive to strategically broadly and inclusively incorporate elements of the workforce system into the plan.*
- *Consider some type of MOU in the Unified State Plan that ensures all key stakeholders have a voice at the table or as part of the certification process*

Reasons not to support a Combined State Plan at this time:

- *Concern regarding resources and level of effort to produce a Combined State Plan during WIOA implementation*
- *Layers of complexity of a Combined State Plan with no incentives offered by federal programs, difficult for WDCs to see the benefit of a Combined State Plan*
- *Risk to some programs (such as Perkins) moving to a Combined State Plan – if they fail to meet all the required program plan requirement, funding risks could be significant*

Minority Recommendations:

Support a Combined State Plan if smaller programs want to be included at this time

- *Since WDCs are so different across the state, a combined plan helps ensure a little more uniformity*
- *Helps ensure small programs voices are heard*

Support moving forward with a Combined State Plan with broad inclusion of programs.

- *Would help support the legal and structural vision Washington is striving to build*
- *If we delay, may be difficult to move to a Combined Plan structure at a later date*

Other views: The State Strategic Plan should:

- *Incorporate all the elements of the workforce system into the plan*
- *Focus on efforts that matter (i.e. WorkFirst focuses on engagement that matters)*
- *Declare the populations (low income, disabled, veterans, etc.) are the focus of services*
- *Reset from WIA – moving away from a “program focus” to a “customer’s needs” focus*
- *Include performance measures – even dashboards that show measurements*

Include Guiding Principles:

- *Ensure all voices are brought to the table*
- *Continually evaluate the Unified Plan and whether adding programs to the plan (moving to a combined plan) would strengthen the plan*
- *Consider some type of MOU or certification process in the state plan to ensure all key stakeholders have a voice at the table*
- *The state should justify programs that are not included in a combined plan at the 2 year and/or 4 year review of the plan*
- *Questions to consider when adding programs – will it help to build a stronger workforce system?*
- *Focus on end-users and adding value to the current system*
- *Make sure that strategies for how we deliver services to citizens are flexible down to the local levels through the MOU process*
Only support a Combined State Plan if some value added can be shown